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VIA E-MAIL AND U.S. MAIL

Jennifer Schembri
Deputy Director Employee Relations
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Re: Draft Police and Fire Ordinance for Retiree Alternate Coverage
File No.: 040625

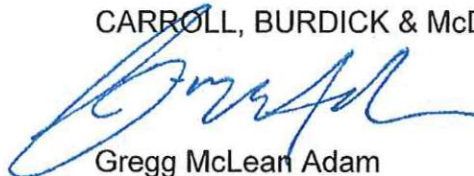
Dear Jennifer:

Thank you for your correspondence of September 29 regarding the Retiree Alternate Coverage. The POA was glad to see this issue moved forward. As you will recall, at one of our meetings, it was John Robb who laid out the idea – although Alex made some remarks suggesting the City had been contemplating a similar approach.

Thus, hopefully, this change can be implemented without too much further ado. However, the POA does consider these changes to be matters within the scope of bargaining. Accordingly, we will review the proposed language changes in detail and get back to the City concerning any need for meet-and-confer or any other procedures required by the MOA. We hope to be back to you by the middle of next week.

Very truly yours,

CARROLL, BURDICK & McDONOUGH LLP



Gregg McLean Adam

GMA:jo

cc: Jim Unland, President, San Jose POA
John Robb, Vice President, San Jose POA
Franco Vado, Chief Financial Officer, San Jose POA